

10-30-1974

CWU Faculty Senate Minutes - 10/30/1974

Esther Peterson

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MINUTES: Regular Senate Meeting, 30 October 1974
Presiding Officer: Duncan McQuarrie, Chairperson
Recording Secretary: Esther Peterson

The meeting was called to order at 3:15 p.m.

ROLL CALL

Senators Present: All Senators or their alternates were present except James Brooks, Lee Fisher, Ramon Mercado, and George Stillman.

Visitors Present: Bob Benton, Don Caughey, Charles McGehee, Jane Snyder, and James Alexander.

CHANGES OR ADDITIONS TO THE AGENDA

The chairperson announced the following changes:

A. Under "Communications" add

1. Letter from Art Keith
2. Letter from Wilbur Johnson
3. Letter from Larry Lawrence
4. Letter from Floyd Rodine
5. Letter from Ken Harsha
6. Letter from Roger Winters

B. Under "Reports" change Standing Committee to "D" and add "C" Report from CFR.

APPROVAL OF MINUTES

The minutes of October 2 were approved without objection with the following corrections: On page 4, line 1 of paragraph 1, should read .5% increase in salaries. Line 7 of that same paragraph should show .5% scale adjustment and also on that same line change .025% to .25%. On page 7 in Motion 1091, the motion passed with a unanimous voice vote, not majority voice vote.

COMMUNICATIONS

The following communications were received:

- A. Letter from Art Keith, dated October 18, 1974, asking if the Senate will need to act officially on the Code, either accepting or rejecting, in order to give the faculty an opportunity to express their views officially by vote.

- B. Letter from Wilbur Johnson, dated October 18, 1974, calling attention to the proposed differentiation of the 296, 396, and 496 Physics courses. This letter was referred to the Curriculum Committee for consideration.
- C. Letter from Larry Lawrence, dated October 22, 1974, requesting that the Faculty Senate review the establishment of the School of Business and Economics on the Agenda. This has been referred to the Curriculum Committee to review in light of their curriculum charge and to report back at a later date.
- D. Letter from Floyd Rodine, dated October 14, 1974, stating that Kent Richards will be the alternate in place of Gordon Warren for the Fall quarter.
- E. Letter from Ken Harsha, dated October 30, 1974, regarding the Committee of One Thousand, which explains that this represents an extensive effort by the Council of Presidents and the Council of Faculty Representatives to focus statewide attention on the faculty salary problem.
- F. Letter from Roger Winters, dated October 24, 1974, including a Resolution concerning Section 000-099 of the President's Sixth Draft of the Proposed Code. The resolution was included under New Business.

The chair asked if there were any questions or comments on the communications and suggested that Senators should feel **free** to contact any committee directly to provide input on any matter referred to a committee.

OLD BUSINESS

- A. Proposed Motion concerning Sections 000-099.

MOTION NO. 1104: Mr. Winters moved, seconded by Mr. Hansen, that the Senate consider and adopt the following resolution:

RESOLVED, that the Faculty Senate submit the October 23, 1974 revised version of Sections 000-099 of the Proposed Faculty Code of Personnel Policy and Procedure to the President and Board of Trustees as a version of those sections which, in our view, is more in accordance with faculty views and interests than the proposals contained in the October 7, 1974 draft.

Mr. Winters explained major changes as summarized in the cover letter and material which had been distributed to the Senators. He explained that he wanted to make it clear that the resolution did not call upon the Senate to give its final approval to this particular version of the Code as such. The resolution asked that the Senate say that **this** version better represented faculty views and interests than the version of the Code prepared by the President.

There was considerable discussion on the motion.

Mr. Miller said he was troubled by the question of legality and that he was not sure that the Board of Trustees can give away its authority and that he probably would abstain on the vote for that reason.

Mr. Benton said the Senate would be interested in a legal opinion from the Attorney General's office suggesting that the Board of Regents of the University of Washington has the legal authority to enter into contractual arrangements with groups representing a variety of employees. He said that he was of the opinion that this suggests that the Board does have the right to enter into a contract as suggested in the revision Section 000-099.

The question was called for on Motion No. 1104.

A roll call vote was taken.

Aye: Nancy Lester, Robert Bennett, Earl Synnes, Jay Bachrach, Russell Hansen, Roger Winters, Roger Garrett, Jim Applegate, Don Cocheba, John Vifian, Darwin Goodey, David Anderson, Thomas Yeh, Patti Picha, Betty Hileman, Pearl Douce', Milo Smith, J. Richard Jensen, Otto Jakubek, Art Keith, Madge Young, David Canzler, John Gregor, David Lygre, Derek Sandison, Stanley Dudley, Kent Richards, Thomas Thelen, and Linda Klug.

Nay: None

Abstain: John Purcell, Robert Miller, and Louis Bovos.

Motion No. 1104 passed. The chair said the resolution would be forwarded to the Board of Trustees and the President.

RECESS

The Senate recessed at 3:50 p.m. for a public hearing on the President's Proposed Code, Draft No. 6, Sections 100-199.

The Senate meeting re-convened at 4:30 p.m.

REPORTS

Report from Council of Faculty Representatives--David Anderson presented a report on the Committee of One Thousand and called attention to the information which had been distributed to the Senators. The Committee of One Thousand represents an extensive effort by the Council of Presidents (COP) and the Council of Faculty Representatives (CFR) to focus statewide attention on the faculty salary problem. The solicitation of members of this Committee will be done by regents and trustees, by presidents, by alumni leaders, and by anyone else who has contacts of the type needed. Each person solicited will be asked to contribute a sum of money; \$25 is suggested, but other sums are welcome. The money is to pay the cost of the campaign. Part of the money is to go to

Jay Rockey and Associates, a leading public relations firm in Seattle, which will provide the staff for the campaign. Also, faculty groups on each campus will also try to raise \$10 from each faculty member to be used for the same purposes.

Mr. Applegate suggested if they were going to solicit funds from members of the faculty, if it would not be prudent to have a description of the uses to which those funds will be put.

Mr. Anderson agreed it would be prudent. He said the initial committee should be established in one week and that they should have such material in the near future.

The question arose as to the public reaction to the hiring of a public relations firm.

Mr. Anderson emphasized that the campaign must be conducted outside of regular employment hours and that no public funds can be used.

Mr. Applegate asked if it would be appropriate to say this is a lobbying effort.

Mr. McQuarrie replied he believed that it would be just that.

Mr. Thelen said the Senate Budget Committee has been studying this kind of activity. They are questioning if this is really the right approach and wonder if it would not be better to push for collective bargaining.

Mr. Anderson said that CFR is still moving forward toward achieving collective bargaining legislation.

The chair pointed out that one of the strategies of the public relations firm is to conduct a heavy mailing campaign with the legislature.

D. Standing Committees

1. Budget Committee--Mr. Thelen reported the committee has been considering CFR activities. In addition, he reported that his committee will again have a faculty poll concerning salary increase money.
2. Curriculum Committee--no report at this meeting.
3. Personnel Committee--no report at this meeting.
4. Student Affairs Committee--no report at this meeting.

Mr. McQuarrie turned the chair over to Mr. Lygre at 5:00 p.m. since he had to leave to attend a Special Board of Trustees Meeting in Bellevue.

Mr. Lygre announced that the Code Committee will make motions on proposals to send to the Board of Trustees.

5. Code Committee--Mr. Canzler presented his report. He said the Code Committee has met to consider Section 1.00-199 of the 6th Draft Code. The Committee suggested the following changes:

Section 1.01.A.1.

We find the term "Lecturer" ambiguous. Does it refer to a college wide rank or is it restricted to W.C.E.C.E.? If college wide we suggest clarifying the language by changing the immediate preceding comma to "and" and inserting a comma after "lecturer." If restricted to W.C.E.C.E. we suggest rewording to read "...instructor, lecturer, and teaching associate and Lecturer in"

MOTION NO. 1105: Mr. Canzler moved, seconded by Mr. Vifian, that the Senate recommend to the President that the language be changed in Section 1.01.A.1. by changing the comma immediately preceding the word "lecturer" to an "and", inserting the comma after the word "lecturer."

There was considerable discussion on the motion. Mr. Jakubek suggested changing the word "ranks" to the word "titles."

MOTION NO. 1106: Miss Klug moved to amend, seconded by Mr. Jakubek, that the word "ranks" shall be changed to the word "titles." The amendment was voted on and passed with a majority voice vote and one abstention from Mr. Vifian.

Discussion continued on the main motion as amended.

Mr. Lygre said Motion No. 1105 reads as follows now:

- (1) who teach, supervise research or engage in similar academic endeavors in which students receive credit or academic benefit and who hold one of the following professional designations or academic titles: professor, associate professor, assistant professor, instructor and lecturer, and teaching associate in the Washington Center for Early Childhood Education.

Motion No. 1105 was voted on and passed with a unanimous voice vote.

Mr. Canzler continued with the following:

Section 1.25 Faculty Senate--Membership

The Committee feels that the president serves a useful purpose in Senate meetings, both for himself and for other Senate members. We recommend that he be included as an ex officio member as he formerly was.

MOTION NO. 1107: Mr. Canzler moved, seconded by Mr. Thelen, that the Senate communicate to President Brooks the inclusion of Item 4 under 1.25 A. "The President of the College, ex officio."

Mr. Canzler explained that he asked President Books why he was left out and he said he took himself out because he felt his presence inhibited some people.

He said he would be glad to place himself back in either as a voting or a non-voting member. He really felt no particular way about the matter. Mr. Canzler feels they need him in the Senate as a resource person and he needs the input from the Senate.

Motion No. 1107 was voted on and passed with a unanimous voice vote.

Mr. Canzler then continued with the following:

Section 1.25 A.1.

We recommend the deletion of Ethnic Studies as a department. Ethnic Studies does not presently meet the guidelines for Senate representation that the Code Committee will recommend to the Senate for adoption at a later meeting. We merely list these guidelines now without presenting arguments for them.

To be considered for Senate representation a program should:

1. have an autonomous faculty
2. have at least four persons tenured or eligible for tenure
3. offer courses under its own prefix
4. report directly to a dean
5. give evidence of being permanent by
 - a. having been funded through 2 biennia
 - b. not being supported by "soft" money

MOTION NO. 1108: Mr. Canzler moved, seconded by Ms. Young, that the Senate communicate to President Brooks the desire to see a deletion of Ethnic Studies from Section 1.25 A.1.

It was suggested that the motion is premature and that guidelines should be presented and talked about before removing Ethnic Studies.

Mr. Canzler said that he would consider deleting any reference to any particular program.

MOTION NO. 1109: Mr. Bennett moved, seconded by Mr. Jakubek, to amend the motion by substituting a motion that the Senate ask the President to not include new departments or programs as representatives to the Senate at this revision of the Code.

There was considerable discussion as to whether or not any new representatives should be included in the proposed Code.

The question was raised as to whether there will be time to consider the unfinished business of this meeting. Mr. Lygre said it would be necessary for the Executive Committee to consider having a Special meeting next week if the business is not concluded by 5:30.

It was pointed out that Counseling and Testing would still be eligible for representation on the Senate. This motion eliminates for the present time representation of Ethnic Studies and ECE on the Senate.

Substitute Motion No. 1109 was voted on and passed with a majority voice vote, with abstention from Ms. Picha.

Mr. Lygre asked the Parliamentarian whether the substitute motion eliminates the main motion, or do they need to vote on that.

Mr. Anderson replied that the procedure on substitute motions is that you debate the main motion and when the debate on that is completed you should debate the substitute motion. Then you vote on the substitute motion. If that passes, it becomes the motion. If it fails, you should proceed with the main motion. The substitute motion is handled differently than an amended motion. The main motion dies.

Mr. Canzler continued:

Section 1.25 A.3.

In line with Senator Mercado's request for increased student representation we recommend changing the number of student Senators from 3 to 6.

MOTION NO. 1110: Mr. Canzler moved, seconded by Mr. Winters, that the number of student Senators be changed from 3 to 6.

There was much discussion on the number of student representatives desired. Some Senators felt that student representatives were not too regular in attending Senate meeting. Ms. Picha said that it was difficult to find three student representatives to serve, and students did not seem to be too interested in serving.

Motion No. 1110 was voted on and failed with a majority Nay voice vote.

ADJOURNMENT

The meeting was adjourned at 5:30 p.m.

AGENDA
FACULTY SENATE MEETING
3:10 p.m. Wednesday, October 30, 1974
Room 471, Psychology Building

- I. ROLL CALL
- II. CHANGES OR ADDITIONS TO THE AGENDA
- III. APPROVAL OF MINUTES of the October 2 meeting
- IV. COMMUNICATIONS
- V. OLD BUSINESS
 - A. Proposed Motion concerning Sections 000-099
- VI. RECESS-- 3:45 p.m.-4:45 p.m. Code Hearing*
- VII. REPORTS
 - A. Chairman's Report--Mr. McQuarrie
 - B. Executive Committee--Mr. Lygre
 - C. Standing Committee
 - 1. Budget--Mr. Thelen
 - 2. Personnel--Ms. Hileman
 - 3. Curriculum--Mr. Synnes
 - 4. Student Affair--Ms. Picca
 - 5. Code--Mr. Canzler
- VIII. ADJOURNMENT -- 5:30 p.m.

*This public hearing will be for the purpose of receiving faculty recommendations concerning Sections 100-199 of the President's Proposed Code, Draft #6, and will last a maximum of one hour.

FACULTY SENATE MEETING OF

October 30

ROLL CALL

SENATORALTERNATE

✓ Anderson, David

✓ Applegate, Jim

✓ Backrach, Jay

✓ Bennett, Robert

✓ Bovos, Louis

Brooks, James

✓ Canzler, David

✓ Donce, Pearl

✓ ~~W. H. Bradley~~

Fisher, Lee

✓ Garrett, Roger

✓ Goodey, Darwin

✓ Gregor, John

✓ Gulezian, *Alan*

✓ Hanson, Russell

✓ Hileman, Betty

✓ Jakubek, Otto

✓ Jensen, J. Richard

✓ Keith, Art

✓ Kramar, Zolton

✓ Lester, Nancy

✓ Lygre, David

✓ McKlug, Linda

✓ McQuarrie, Duncan

Mercado, Ramon

✓ Miller, Robert

✓ Piccha, Patti

✓ Purcell, John

✓ Sandison, Derek

✓ Smith, Milo

Stillman, George

✓ Synnes, Earl

✓ Thelen, Thomas

✓ Vifian, John

✓ Winters, Roger

✓ Yeh, Thomas

✓ Young, Madge

William Cutlip

Frank Carlson

Peter Burkholder

Robert Bentley

James Hollister

Edward Harrington

Richard Johnson

Joan Howe

✓ ~~Stanley D. Dwyer~~

Robert Cooper

Starla Drum

James Klahn

Bill Hillar

Don Cocheba

Charles McGehee

Helen McCabe

Joel Andress

Bonaly Bricker

George Grossman

✓ ~~Gordon Warren~~ *Kent Richards*

Dieter Romboy

Helmi Habib

Clayton Denman

Owen Pratz

Wallace Webster

Kent Martin

A. James Hawkins

Christos Papadopoulos

Mike Madison

Glen Clark

Keith Rinehart

Robert Yee

William Craig

Robert Carlton

VISITORS

PLEASE SIGN THIS SHEET

Faculty Senate Meeting

Don CAUGHEY

Bob BENTON

Charles McGehee

Jim E. Snyder (Campus Crimes)

James M. Alexander

Last person signing please return to the Recording Secretary.

RANDOM
ROLL CALL VOTESenatorAlternate

AYE

NAY

ABSTAIN

Lester, Nancy
 Bennett, Robert
 Synnes, Earl
 Backrach, Jay
 Hanson, Russell

Dieter Romboy
 Robert Bentley
 Mike Madison
 Peter Burkholder
 Charles McGehee

Purcell, John
 Winters, Roger
 Garrett, Roger
 Applegate, Jim
 Gulezian, Alan

Kent Martin
 Robert Yee
 Starla Drum
 Frank Carlson
 Don Cocheba

Miller, Robert
 Vifian, John
 Brooks, James
 Adey, Darwin
 Mercado, Ramon

Wallace Webster
 Keith Rinehart
 Edward Harrington
 James Klahn

Anderson, David
 Yeh, Thomas
 Piccha, Patti
 Hileman, Betty
 Douce, Pearl
 Smith, Milo
 Bovos, Louis
 Jensen, J. Richard
 Fisher, Lee
 Jakubek, Otto

William Cutlip
 William Craig
 Helen McCabe
 Joan Howe
 A. James Hawkins
 James Hollister
 Bonalyn Bricker
 Robert Cooper
 Joel Andress

Keith, Art
 McQuarrie, Duncan
 Young, Madge
 Canzler, David
 Gregor, John

George Grossman
 Owen Pratz
 Robert Carlton
 Richard Johnson
 Bill Hillar

Lygre, David
 Sandison, Derek
 Dudley, Stanley
 Kramar, Zolton
 Thelen, Thomas
 Lug, Linda

Helmi Habib
 Gerald Brunner
~~Gordon Warren~~ *Pat Richards*
 Glen Clark
 Clayton Denman

Stillman, George

Christos Papadopoulos

29

3

*207
Smith*

CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF EDUCATION

ELLENSBURG, WASHINGTON

98924

RECEIVED
OCT 22 1974
FACULTY SENATE

October 18, 1974

MEMORANDUM

TO: Duncan McQuarrie
Senate Chairman
Edison 102A

FROM: Art Keith
Education Senator

RE: Faculty Code, Hearing and Senate Action

I believe our frustrating meeting of October 16 did accomplish something. I think the Senate illustrated its difficulty in agreeing as a body on the actual content of a code which we all recognize will ultimately be adopted by the board and will contain provisions which are acceptable to the board, but which may not be acceptable to a majority of the faculty.

Perhaps the Senate's best course of action would be to conduct a hearing, collect the information (written and verbal) and forward it to the Board of Trustees. The effort of voting on the proposed code may be futile.

Question: Will the Senate need to act officially on the code, either accepting or rejecting, in order to give the faculty an opportunity to express their views officially by vote?

These observations are intended to provide my feelings and possibly will help the executive committee as it charts the agendas for future Senate meetings and code hearings.

*copy to
Lund*

CENTRAL WASHINGTON STATE COLLEGE

Department of Geology

Department of Physics

*See in
Comm.*

ELLensburg, WASHINGTON
99024

October 18, 1974

RECEIVED
OCT 22 1974
FACULTY SENATE

Dr. Duncan McQuarrie
Chairman Faculty Senate
Campus

Dear Dr. McQuarrie:

While studying possible changes in its catalog listing for the coming year, the physics faculty recognized the inadequacy of its single individual study course, Physics 496, to describe the several types of work for which credit is now given that way. Thus, it proposed adding two new catalog entries, Physics 296 and 396, also individual study courses, but intended to award credit for considerably different types of student work. I can best transmit to you the nature of our thinking by quoting from the new course proposal form:

"The extremely varied nature of legitimate student requests to the physics faculty to supervise individual study projects convinces us that a single course number is totally inadequate to describe the several types of work done. It is our judgment that the currently existing course, Physics 496, should be reserved for concentrated independent study by physics majors at or beyond the level of regularly listed 400-number courses. For serious and comprehensive work embracing a broader context of subject matter, such as that being developed for the Liberal Studies program, we wish to reserve a new number, Physics 396. To offer credit for projects that mainly require physical effort, such as grinding a telescope mirror or preparing a catalog of cloud-type photographs, the number Physics 296 is proposed. We believe this classification of independent study to be of sufficient importance that we are also requesting the Senate Curriculum Committee to study the advisability of adopting it as a College-wide procedure."

Dr. Duncan McQuarrie

Page 2

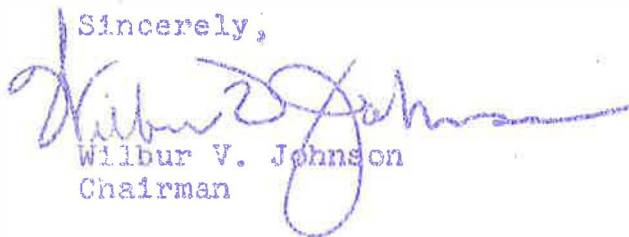
October 18, 1974

I am calling this matter to your attention in the belief that this proposed restriction of various types of individual study credit to specific course numbers may be of sufficient significance to be adopted on a College-wide basis. In short, we believe that 496 should be reserved for intensive advanced individual study by a student in his major, at a level beyond or equal to that of major courses listed in the catalog; that 396 should be reserved for serious specialized individual study of a broad scope in fields other than the student's major, and that such credit quite likely should count toward the General Education requirement; and finally that 296 should be used for simpler projects that may involve considerable physical effort but have a minimum of intellectual content.

Our specific request is that the appropriate Senate committee study the desirability of making this categorization of types of individual study credit under the 296, 396, and 496 courses a standard College-wide procedure. Naturally, we in physics would like to do it regardless of the College-wide decision, but we believe it may be useful to standardize the entire catalog in this regard.

Thank you for your consideration.

Sincerely,



Wilbur V. Johnson
Chairman

WVJ: lb

October 24, 1974

To: Duncan McQuarrie, Chairperson, Faculty Senate

From: Roger L. Winters, Senator, Political Science
Jim Alexander, Anthropology
Robert Benton, English
Linda Klog, Senator, Anthropology
Russell Hanson, Senator, Sociology
David Lygre, Senator, Chemistry

Pursuant to events at the Faculty Senate meeting of October 16, 1974, the above group met on Wednesday, October 23, 1974, to consider whether a version of sections 000-099 of the Proposed Faculty Code of Personnel Policy and Procedure could be drafted which would respond to faculty concerns expressed at the Senate hearing and meeting.

We were able to agree that the enclosed version, in which differences from the Brooks' Sixth draft are indicated by italicized words and passages, may reflect faculty concerns over shared governance and contractual status of the code.

We jointly request that the Faculty Senate, at its meeting of October 30, 1974, consider the following resolution:

RESOLVED, that the Faculty Senate submit this revised version of Sections 000-099 of the Proposed Faculty Code of Personnel Policy and Procedure to the President and Board of Trustees as a version of these sections which, in our view, is more in accordance with faculty views and interests than the proposals contained in the October 7, 1974 draft.

October 24, 1974

To: Faculty Senate, faculty members

From: Roger Winters, Faculty Senator, Political Science

RE: Revised version of sections 000-099 of proposed Faculty Code

At its meeting of October 16, 1974, the Faculty Senate rejected a motion to accept the version of sections 000-099 of the Proposed Faculty Code of Personnel Policy and Procedures contained in the October 7, 1974, draft prepared by President Brooks. Pursuant to that action, I asked several senators and other faculty members to meet to see if we could produce a revised version of those sections which might reflect faculty concerns and interests, as expressed at the Senate meeting. On October 23, 1974, I, Jim Alexander, Robert Benton, Linda Klug, Russell Hansen, and David Lygre met to work on such a revision.

We have requested that the Faculty Senate approve the following resolution:

RESOLVED, that the Faculty Senate submit this revised version of Sections 000-099 of the Proposed Faculty Code of Personnel Policy and Procedure to the President and Board of Trustees as a version of those sections which, in our view, is more in accordance with faculty views and interests than the proposals contained in the October 7, 1974 draft.

We agreed that this might be a way in which the Senate might take more constructive action on the Code than might come merely from outright rejection of provisions of the October 7 version. We hope that all faculty members will study our version, compare it with the October 7 version, and discuss this with their respective senators before the Senate meeting of October 30. Sections, words, numberings, and so forth, which have been altered from the October 7 version appear in italics.

The major changes contained in our suggested version are as follows:

1. [0.01, B.] Since we do not believe that the Board cannot undertake contractual relations with the faculty, we have reworded this section to indicate that such an agreement is possible under the law.
2. [0.01, C.] The Code should neither limit nor extend the authority of the Board under the law.
3. [0.10, A, (1), (2)] In both sections, the word "shall" is substituted for "may," so that all parties must take a stand for or against any proposed amendment. Also, rejection of a proposal by any party (provided that all parties do not reject it) must be resolved under new procedures added in Section 0.10, A, (5).
4. [0.10, A, (3), (b) (c)] For faculty-initiated proposals, we felt that both the original proposal and Code Committee recommendations for changes should be presented to the Senate.
5. [0.10, A, (3), (d)] We felt that the requirement for faculty referendum on Senate-approved amendments initiated by faculty petition was an additional hurdle applying only to such amendments, a hurdle not applied to Board-, President-, or Senate-initiated proposals. It is always possible for the

faculty to over-ride any senate action by a referendum initiated by petition of 10% of the faculty, as provided elsewhere in the code.

6. Note the alteration of numbering as 0.10, A, (3), (e) is changed to 0.10, A, (4) and subsequent subsections are numbered accordingly (i.e., (5), (6), (7), (8).)
7. [0.10, A, (5), (c)] This section established procedures for resolving any dispute over a proposal which the parties to it (Senate, faculty, Board, President) may have. It calls for:
 - a. Meetings of the President, Senate Executive Committee, and Board of Trustees to work out agreement, if possible.
 - b. Opportunity for any party to declare an "impasse" if such meetings to resolve differences fail.
 - c. Establishment of an Impasse Committee to make a final and binding decision on the issue(s) involved. The Impasse Committee will have five members:
 - one person for the Board
 - one person for the President
 - two persons for the faculty senate
 - a chairperson selected by the other membersSince the chairperson would carry the power to break any tie votes, he or she must be a disinterested party. The requirement that the other members select that person by unanimous agreement will sufficiently indicate that, in the opinion of those other members, that person is disinterested enough to be entrusted with what may indeed become the deciding and binding vote. Any party still dissatisfied with the determination of the Impasse Committee can, of course, submit a new amendment proposal under the procedures outlined in section 0.10.

Please consider our proposal carefully and communicate with your Faculty Senator to convey your feelings as to whether or not it better serves faculty views and interests than the October 7 version. We invite your questions, comments, suggestions, and hope for your support.

IV. FACULTY CODE OF PERSONNEL POLICY AND PROCEDURE

SECTION 000-000

BOARD OF TRUSTEES, CODE, CODE REVISIONS

0.01 Code of Personnel Policy and Procedure--Defined¹

- A. The Faculty Code of Personnel Policy and Procedure of Central Washington State College is a set of policies approved by the Board of Trustees pursuant to the board's authority in RCW 28A-40.120, subsection (11), wherein the Legislature provided authorization to "...promulgate such rules and regulations, and perform all other acts not forbidden by law, as the board of trustees may in its discretion deem necessary or appropriate to the administration of the college."
- B. This code is contractually binding on the faculty as defined in Section 1.01, the college administration, and the Board of Trustees. Provisions may be changed in accordance with procedures provided in Section 0.10.
- C. All college policies and procedures are subject to federal laws, to the laws of the State of Washington and the authority vested in the Board of Trustees. Nothing in this code shall be construed as an abrogation or an extension in any way of any responsibility or power vested in the Board of Trustees by the laws of the State of Washington, nor does this code limit the right of the board to undertake other contractual obligations concerning the college that are equally binding, or to approve other policy statements concerning the college, or to delegate administrative authority to the President of the College, his principal administrators and the college faculty. Any authority delegated is subject always to the ultimate authority of the Board of Trustees, as established and empowered by the laws of the State.

All provisions of this code may be subject to and superseded by Washington State Legislative Enactments.

0.05 Repeal of Certain Board Ordinances and Rules

- A. The Board of Trustees of Central Washington State College hereby repeals any and all ordinances and policies adopted by the board and any and all rules adopted by the board which are contrary to or inconsistent with the provisions of this revised code. The

¹The words "he, him, his, her" and the like shall be understood in their general, rather than masculine sense.

enumeration in this code of certain rights and duties shall not prohibit the college administration from adopting and retaining operational rules which are not in conflict or inconsistent with the rules contained in this code. Any pending action or proceeding shall not be affected by this code except that subsequent proceedings therein shall conform with the provisions of this code so far as applicable.

0.10 Procedure to Amend the Faculty Code--Regular Procedures

- A. *Proposals for amendments to the Faculty Code of Personnel Policy and Procedures may be initiated by the Board of Trustees, any board member or members, the Faculty Senate, the President, or faculty member(s).*

The procedure for amendment to the code through such proposals shall be as follows:

- (1) *Amendment proposals submitted to the Board of Trustees by the President or any board member(s) shall be submitted in addition and at the same time to the Faculty Senate. All Senate review of the proposals shall be completed within sixty (60) calendar days of the academic year after receipt of such proposals and at or before the end of such sixty (60) day period the Senate shall submit a report to the Board of Trustees and the President stating the position of the Faculty Senate and/or the faculty regarding the President's or board members' amendment proposal. Proposals rejected by either the Faculty Senate or the faculty shall be submitted for resolution of differences under procedures described in Section 0.10, Subsection A, (5).*
- (2) *Amendment proposals submitted to the Board of Trustees by the Faculty Senate shall be submitted in addition and at the same time to the President. The President and Board reviews of the proposals shall be completed within sixty (60) calendar days of the academic year after receipt of such proposals and at or before the end of such sixty (60) day period the Board and the President shall submit reports to the Faculty Senate stating their respective positions on the Senate's amendment proposals. Proposals rejected by the President or the Board of Trustees shall be submitted for resolution of differences under procedures described in Section 0.10, Subsection A, (5).*
- (3) *Senate and faculty action on amendment proposals originating with the faculty shall proceed as follows:*
 - (a) *A faculty member may originate an amendment proposal by submitting it to the Senate, accompanied by the supporting signatures of at least 10 percent of all faculty members as defined in Section 1.01 of this code.*

- (b) After submission of the amendment proposal to the Senate, the Senate Code Committee shall consider the rationale for the proposal and may recommend such changes in the form and substance of the proposal as it deems necessary.
- (c) The amendment proposal, accompanied by recommended changes by the Code Committee, and at the same time notice of public hearing on such proposal before the Code Committee shall be submitted to each faculty member in writing at least ten (10) calendar days of the academic year before said public hearing is to be held.
- (d) After the public hearings the Code Committee shall report to the Faculty Senate. The senate shall then consider the amendment proposal and vote on it. If the proposed amendment passes the Senate by a two-thirds majority, it shall then be submitted to the Board of Trustees and the President, and be duly acted upon as in Section 0.10, Subsection A, (2).
- (4) The faculty may override the action of the Senate through the procedures for faculty review provided in this code.
- (5) The Board of Trustees may take action on any proposal previously submitted by the Faculty Senate, the President, board member(s) or faculty member(s) not less than thirty (30) calendar days of the academic year after submitting the final amendment proposal to the Faculty Senate and the President, observing these provisions:
 - (a) The Board may immediately adopt the proposal if the President, the Faculty Senate and/or the faculty have approved it.
 - (b) All evaluations, recommendations, and positions taken formally by the Faculty Senate and the President will be given serious consideration and study by the Board of Trustees. The Trustees shall present reasons, in writing, to the Faculty Senate and President, if the Board rejects their proposals or recommendations. Such disagreements will be submitted for resolution of differences under procedures described in Section 0.10, Subsection A, (5), (c).
 - (c) No board actions amending this Code of Personnel Policy and Procedures shall be taken without the consent of the Senate and the President. If objections are filed by the Faculty Senate or the President, at least two (2) meetings attempting to resolve differences shall be held between the President, the Faculty Senate Executive Committee, and the Board of Trustees within thirty (30) calendar days of the academic year. These meetings shall

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be open to all interested parties and shall provide for all parties to be heard publicly, according to procedures promulgated by the group designated to meet to resolve differences. If and when such differences are resolved in said meeting(s), the Board of Trustees shall proceed at its next regular meeting to act to adopt the amendment so agreed to. If, at the conclusion of these meetings, any party (Board of Trustees, Faculty Senate Executive Committee, President) refuses to accept all or part of the proposed amendment, that party may declare that an "impasse" exists, in which case the following procedures shall be followed:

(i) Within fifteen (15) calendar days of the academic year, following a formal declaration of "impasse," an Impasse Committee shall be designated, shall deliberate the issue(s) involved, and shall render a majority decision, which shall be considered binding on all parties. The Impasse Committee shall be comprised of the following persons:

(aa) One person designated by the Board of Trustees;

(bb) One person designated by the President.

(cc) Two persons designated by the Faculty Senate.

(dd) One committee chairperson designated by unanimous agreement of the above committee members.

(ii) The Impasse Committee shall provide written notification of its decision(s) to all affected parties. At its next regular meeting, the Board of Trustees shall take any and all action necessary to implement the Impasse Committee's decision(s).

(6) As a general rule, board, president, faculty senate and faculty action on the code shall be completed within the regular academic year, as defined in Section 1.03 of this Faculty Code. This is to allow the President's Office to issue an updated code on September 1 of each year, and to cause all action on code revision to take place during the academic year.

(7) In order to assure that the Faculty Code of Personnel Policy and Procedure is kept under study, and updated, the Faculty Senate Code Committee and the President of the College shall review the code each year and submit their proposed revisions to the Board of Trustees and the Faculty Senate before January 1. Such proposals may be made jointly or independently.

(8) Interpretations of this code will be approved by the Board of Trustees who will direct the President to change the text as

necessary to reflect the interpretations. The procedures outlined in this Section (0.10) shall be followed.

0.15 Delegation of Board Authority

- A. Unless the Board of Trustees specifically delegates its authority by formal motion or resolution to specific individuals or groups, only it may authorize appointments, leaves, promotions and other employment conditions and privileges contained in this code.

CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF ENGLISH

ELLensburg, WASHINGTON

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OCT 24 1974

FACULTY SENATE

October 22, 1974

Duncan McQuarrie, Chairman
Faculty Senate
C.W.S.C.

Dear Duncan:

The Department of English formally requests that the recent creation of a new School of Business and Economics be placed on the agenda for consideration by the Faculty Senate.

The issue to be resolved is, we think, one of procedure. Whether or not the new school is justified and desirable is not a question we would raise. Instead, we protest the fact of a precipitate and arbitrary administrative action, which 1) may have given insufficient consideration to the implications of imposing a new school upon the existing academic and administrative structure, and 2) certainly did violate the principle and tradition of shared governance, whereby faculty are consulted, particularly in matters of curriculum.

Creation of a new school obviously has implications in such areas as budget and staff allocations, distribution and determination of promotions, representation and voting in the Vice-President's Advisory Council, even, to descend to the trivial, procedures in Commencement exercises. We now have five rather than four schools to claim a share of funds, staff allocations, and promotions. We now have five rather than four deans advising the Vice-President and voting upon tenure, promotions, and academic policy. Perhaps these problems of establishing new balances and relationships have been foreseen and resolved, but if so the faculty has not been informed. In addition, creation of the new school has established a precedent whereby other large departments may legitimately request school status; and certainly it has altered the image if not the character of this institution, as reflected in its Catalog, publicity releases, and daily operation.

More serious is the apparently total disregard of faculty interests and perquisites, of established procedures for consultation and approval, of the principle of shared governance in this arbitrary creation of a new school. The four-school administrative and academic structure was established in 1972 by recommendation of an administratively appointed faculty committee,

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following lengthy study and public hearings, and by agreement of the general faculty. Assurances were also given at the time that no substantial alterations would be made, no additional dean-ships created, until a review in 1975. Yet suddenly, at the beginning of a new academic year, we find a new school created, a new school dean appointed without any consultation of faculty, without even forewarning, without regard for established procedures or earlier commitments. This action is too serious to be ignored; it must become an issue for Senate consideration.

Sincerely,

Larry L. Lawrence, Chairman
Department of English

LLL/njb

CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF HISTORY

ELLENSBURG, WASHINGTON

14 Oct 74

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OCT 16 1974

FACULTY SENATE

Dear Mr McQuarrie:

Our Faculty Senate Alternate
(Fall Quarter only) will be Kent
Richards. Our regular alternate,
Gordon Warren, has the Fall quarter
off.

Thank you

Lyndon Hedlin
Prof of Hist. &
Chm.